

United States Department of Agriculture



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MINNESOTA BULLETIN NO. 230-6-1

SUBJECT: EOP – NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

Purpose. To provide information on communicating effectively with people with disabilities.

Expiration Date. September 30, 2006.

October is National Disability Employment Awareness month. This observation is created to recognize the contributions of employees with disabilities. It began in 1988 with the Presidential Proclamation of Public Law 100-630 and replaced the "National Employ the Handicapped Week." This month is a time to reflect on the accomplishments of employees with disabilities.

When communicating with people who have a disability always use people first language. For example see the following chart (amended from "People First of North Dakota").

PEOPLE FIRST LANGUAGE	LABELS <u>NOT</u> TO USE
People with disabilities	The handicapped or disabled
My son has autism	My son is autistic
He's of short stature	He's a dwarf (or midget)
She uses a wheelchair	She's wheelchair bound or confined to a wheelchair
A typical persons or a person without a disability	Normal and/or healthy person
Accessible parking, restrooms,...	Handicapped parking, restrooms,...
She has an emotional disability	She's emotionally disturbed

REMEMBER do not refer to a persons disability unless it is relevant.

PEOPLE FIRST, DISABILITY SECOND!

More information can be found in "Communicating Effectively with People who have a Disability."
Davis, Laurie and Dawn Olson, North Dakota Center for Persons with Disabilities.

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WILLIAM HUNT
State Conservationist

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